

MEMORANDUM FOR:

FROM :

SUBJECT : Liberalized Retirement Plan for Certain Categories of CIA Personnel

1. PROBLEM. To propose legislation to Congress which will provide for a liberalized retirement plan for certain categories of CIA personnel.

2. FACTS BEARING ON THE PROBLEM.

- a. All ^{"CAREER"} ~~employees~~ ^{PERSONNEL} of the CIA are covered by the Civil Service Retirement Act of 1930, as amended, regardless of their occupational ^{SPECIALTY}.
- b. Amendments have already been made to the Civil Service Retirement Act of 1930, as amended, providing a more liberal retirement plan for employees of the Federal Government who are engaged in the investigation, apprehension or detention of persons suspected or convicted of offenses against the U.S. ^{SEC} Public Law 168, 80th Congress. (TAB A) ^{PERSONNEL POLICY, AS APPLIED TO EMPLOYEES ALSO KNOWN HEREIN} Public Law 879, 80th Congress. (TAB B).
- c. The Foreign Service Regulations provide for the retirement of a Foreign Service Officer who has attained the age of 50, and has completed at least 20 years of service, if his request for retirement is approved by the Secretary of State.

3. DISCUSSION.

- a. ^{THE CASE FOR LIBERALIZATION OF RETIREMENT} ~~It has already been established by law that a liberalization of retirement benefits to certain classes of personnel subject to arduous and hazardous duties in connection with law enforcement, would be economical and beneficial to the Government and to the country.~~ ^{PERFORMING} ~~The bases for providing this legis-~~ ^{CONSTITUTES PROOF THAT THE} ~~lation was as follows: (TAB C).~~ ^{CONGRESSIONAL POLICY IS THE BEST INTEREST OF THE UNITED STATES}

- (1) Personnel were subject to arduous and hazardous duties and were on call 24 hours a day.
- (2) Personnel were working overtime without compensation therefor.

- (3) They could not establish homes on a permanent basis.
- (4) It was not possible to grant leave benefits to a majority of such personnel. ^{GENERAL OR REGULAR PAY}
- (5) ^{IT WAS IMPOSSIBLE} Inability to retain competent personnel because of inadequate retirement benefits. ^{BECAUSE} ~~WERE INADEQUATE.~~

b. This liberalisation of retirement benefits originally covered FBI agents only (P.L. 168, 80th Congress). ^{TAB A} However, in order to eliminate an obvious inequity to personnel of other Agencies engaged in similar work, P.L. 879, 80th Congress ^{CHIEF} was passed extending identical coverage to employees of the following agencies: ^{OF THE FEDERAL GOVERNMENT}

- (1) Secret Service
- (2) Bureau of Customs
- (3) * Alcohol Tax Unit
- (4) Bureau of Narcotics
- (5) Treasury Intelligence Unit
- (6) Bureau of Prisons
- (7) Immigration and Naturalization Service
- (8) United States Marshals

c. CIA has many arguments in favor of more liberal retirement benefits for certain of its employees, such as:

- (1) Occupational hazards - No other Federal Agency has ~~identical~~ ^{work similar.}
- (2) Extreme mental pressure.
- (3) Health hazards - serving in countries where health and recreational facilities are either inadequate or non-existent.
- (4) Separation of employees from their ~~me~~ families.
- (5) Need for more liberal retirement plan in order to retain competent personnel who seek security.

(6) Security standards and constant requirements 20

(7) Selection and retention standards.

4. CONCLUSION. In order to provide ^Acompensation ^{FACTOR} for personnel who are engaged in arduous and hazardous duties, and ^{AN}additional incentive for competent personnel to remain with the organization, legislation is necessary to provide a more liberalized retirement plan, such as that in TAB B. for personnel in the following categories:

(1) All Case Officers regardless of locality.

(2) All Intelligence Officers and Assistants serving abroad

(3) All Communications Personnel

(4) Paramilitary type of personnel

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(5) All supervisory and administrative personnel who have previously served in categories (1) through (4).

5. RECOMMENDATION. It is recommended that the attached proposal (TAB D) be submitted to Congress as a recommendation for legislation providing a liberalized retirement plan for CIA personnel.

6. ALL STAFF
AGENT
PERSONNEL?